GOVERNMENT OF INDIA
RAILWAYS
LOK SABHA

UNSTARRED QUESTION NO:4455
ANSWERED ON:20.02.2014
COMMITTEE FOR WOMEN EMPLOYEES
Upadhyay Seema

Will the Minister of RAILWAYS be pleased to state:

(a) whether any committee including at zonal level has been constituted by the Railways to enquire into and prevent the cases of sexual harassment of women at work place;

(b) if so, the details thereof and if not, the reasons therefor;

(c) whether the information in this regard is made available to the employees and if so, the details thereof and if not, the reasons therefor;

(d) whether adequate measures are put in place at work place as per prescribed standards to prevent incidents of sexual harassment of women; and

(e) if so, the details thereof and if not, the reasons therefor?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF RAILWAYS (SHRI ADHIR RANJAN CHOWDHURY)

(a) & (b) Yes, Madam. Complaint committees have been set up in the zonal Railways for time-bound redressal of the complaints of sexual harassment made by the women employees. These committees are headed by women officers of sufficiently high rank and not less than half the members of the Committee are women.

(c) Instructions have been issued to the Railways that awareness of the rights of female employees in regard to sexual harassment should be created in particular by prominently notifying the guidelines in a suitable manner. Railways have also been advised that employees should be allowed to raise issues of sexual harassment at workers' meeting and in other appropriate forum and should be affirmatively discussed in Employer-Employee Meetings.

(d) & (e) In addition to the measures referred to in reply to the parts (a) to (c) above, specific provision has been made in the service Conduct Rules prohibiting sexual harassment of women employees by Railway servants. Any act of sexual harassment of women employees is treated as a violation of the specific rule and appropriate disciplinary action is to be initiated against the delinquent Railway Servant for the same. Instructions have also been issued that where such conduct amounts to a specific offence under the Indian Penal code or under any other law, the concerned authorities shall initiate suitable action in accordance with law by making a complaint with the appropriate authority.